

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***



***Superintendents Conference***

***Worldwide MPF  
“Super” Feedback  
on  
Proposed Personnel  
Service Delivery  
System***

**U.S. AIR FORCE**

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# ***Superintendents Feedback Overview***

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- **IT impacts**
- **Continued use of 3S resources in the CSS**
- **Clear delineation of responsibilities and training of Key Advisors**
- **Combined effect of Force Shaping and Personnel reductions on young “troop” morale**
- **Uncertainty in Field on “ The Way Ahead”**

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# ~~**MPF Superintendents Feedback**~~

- **Concern:** Impact of IT (DIHMRS+)
  - **Availability:** System needs to be delivered and fully capable before manning is reduced
  - **Performance:** Understand there will be bugs, but the system needs to be thoroughly tested before it is implemented
  - **Reliability:** If system “goes down” for an extended period, there needs to be “back-up” (System failure could affect ability to deploy forces, execute time-sensitive personnel actions, etc.)
    - Resources will not exist to defeat extended downtime
- **Bottom line:** DIHMRS success critical; direct influence on the credibility of Personnel System as a whole



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# **~~MPF Superintendents Feedback~~**

- **Concern:** Continued use of 3S resources in CSS
- **CSS Personnelists “spread too thin” w/other duties**
  - **Part of Personnel workload transferred back to MPF**
  - **Lose opportunity for hard-core 3S work experience due to other Sq duties taking priority**
  - **Usually not available for 3S training nor PERSCO deployment**
- **Consolidation of 3S resources would provide better service to CCs and other customers and enhance career field development**
  - **Convert one 3S billet in each squadron to 3A to handle non-core workload in orderly room for CCs, and move core Personnel work to centralized flight with appropriate manning**
- **Bottom line: Consolidate all base-level 3S resources and programs in a central flight**



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# ***MPF Superintendents***

## ***Feedback***

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- **Concern:** Clear delineation of responsibilities and training of Key Advisors
- **Difficult to ascertain grades/skill levels at this point**
  - Need CST Lab “to be” analysis completed
  - Will provide granularity on MPF duties, then can assess roles/grades/skills needed for new mission
- **Delivery method for initial training very important**
  - “Cascade” or “Train the Trainer” delivery systems have not worked well in the past
  - “Schoolhouse” or “on-site” training work best
- **Bottom line: need more info on expected Key Advisor duties and method/extent of training**



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# ***MPF Superintendents***

## ***Feedback***

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- **Concern:** Combined effect of Force Shaping and Personnel reductions on “Troop Morale”
- Must be careful to avert young troops losing faith and belief in **their future utility** as Personnelists
- Net affect of Force Shaping and planned reductions will result in loss of authorizations **and** experience
  - Loss of experience is an unknown at this juncture, but an important unknown
  - These losses will be NCOICs and friends of the troops; could impact reenlistment or willingness to remain a 3S
- **Bottom line:** need to build confidence there is a “robust” need for Personnelists in the future

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# ***MPF Superintendents***

## ***Feedback***

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- **Concern:** Much uncertainty in the field on “Way Ahead”
- **Large uncertainty exists on the future of Personnel**
  - Its mission, organization, and viability as a career field are all areas of much discussion
  - Rumors, misinformation and doubt are increasing because there just isn’t enough good information getting out
- **Word from the Boss is needed to put things in perspective**
  - As MPF leaders, we need to know what the Boss is thinking
    - We also understand all the answers aren’t on the table yet
  - Periodic updates from the Boss would give good “vector checks”
- **Bottom line:** we are “full-up” on the team and want this effort to be successful, but can’t help much if we are not “in the loop”

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# Questions?

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